



**County of Los Angeles
Coronavirus (COVID-19)
Economic Resiliency Task Force
Business (Corporate & Manufacturing) Sector
Recommendation Report**

Summary:

RECOMMENDATION

In the interest of the well-being of the people of Los Angeles County, the Business Sector should be reopened at this time. As part of this reopening, business owners shall maintain certain measures to limit the spread of COVID-19. Additionally, recommendations of additional practices to further promote health and safety in the workplace ought to be shared by County officials with all business owners and employees to encourage safe and healthy practices in the workplace.

The Business Sector includes a broad array of employers in Los Angeles County, including Corporate and Manufacturing businesses, amongst a number of others. Our Business Sector Working Group has formed a plan that reflects the following guiding principles:

- The plan supports the safety and well-being of employees, customers, and others who enter any place of business.
- Compliance with all municipal, county, state, and federal rules and regulations is a premise to the plan.
- Out of caution, a number of actions will be mandated for businesses to reopen; however, the sharing and active distribution of leading practices and suggestions to employers will be important to ensure safety and well-being of employees and others in the workplace.
- The plan leverages on publicly available recommended practices from independent organizations recognized as health authorities.
- A phased reopening approach will be implemented to provide employers and employees to “ramp up” to capacity over time; the phases will be practical and reasonable time frames.
- Our plan represents a partnership between our County leaders and private business – together, these constituents can create a Safer at Work environment and a more resilient economy to benefit working families for the future.

Goals and Recommendations for Recovery:

With the above stated guiding principles in mind, we have created a plan that includes requirements for reopening, recommended actions for businesses in our Sector, an outline for a phased reopening, and longer-term measures to better manage the risk of infection in the workplace.

REQUIRED MEASURES FOR ALL BUSINESSES

In its *Roadmap to Recover: A Phased Approach to Reopening Safely in Los Angeles County*, the Department of Public Health defined a five-stage reopening process based on risk. Stage Five is “fully normal operations”. The following recommended required protocols are designed for employers as they proceed through Stages Two, Three, and Four. To help further manage risk for the future, we have included longer-term recommendations later in this plan. Our plan includes a number of baseline standards that should be adopted by employers as conditions to reopen, including the following:

- Appropriate physical distancing
- Proper use of personal protective equipment
- Measures for hand hygiene
- Regular cleaning of workplaces
- Active messaging to educate and remind employers and visitors of important precautionary health measures

RECOMMENDED MEASURES TO FURTHER ENHANCE SAFETY

Extensive, guidelines, thought leadership and leading practices have been published to assist businesses respond to COVID-19 and enhance safety in the workplace. We believe that all employers can benefit from recommendations made in a number of publicly available sources, including the following:

- *Interim Guidance for Businesses and Employers Responding to Coronavirus Disease 2019*
– Centers for Disease Control and Prevention, May 2020¹

¹ https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html?utm_source=hs_email&utm_medium=email&utm_content=85167367&hsenc=p2ANqtz--nMOB-d4AS8HpbdluOXnW9rLtHOMHzNFNLpOKpvVmuycv98HhzwS8cKJGEaTagSGluEaj_zB_JfFezxt7UMpUII9yotYdD5zxo7fDAd9vCbEEwAOk&_hsmi=85167367

- *Guidance on Preparing Workplaces for COVID-19* – U.S. Department of Labor / Occupational Safety and Health Administration, 2020²
- *Statewide Industry Guidance to Reduce Risk* – State of California³
- *Reopening Safer at Work and In the Community for Control of COVID-19 / Moving the County of Los Angeles Through Stage 2 of California’s Pandemic Resilience Roadmap* – County of Los Angeles Department of Public Health, May 2020⁴
- *Reopening Protocol for Warehousing, Manufacturing and Logistic Establishments: Appendix C* – County of Los Angeles Department of Public Health, May 2020⁵
- *Protocols for Office Worksites: Appendix D* – County of Los Angeles Department of Public Health, May 2020⁶

These publications can assist businesses a great deal in planning for a safe reopening. Specific measures that we believe should be recommended to all businesses in our Sector will also be highlighted in our plan.

A PHASED APPROACH

While the people of Los Angeles County have clearly “flattened the curve” and our Sector is ready to reopen, it is incumbent upon employers to ensure that they are able to operate effectively with the new required and recommended measures in place. This phased approach should not be unduly protracted and ought to reflect its purpose – to “ramp-up” to capacity during a trial phase. Accordingly, the following phases are recommended for all businesses in our Sector.

- Days 1 and 2 – minimal workforce (less than 10% of workplace capacity⁷) for trial runs of protocols and policies; identify gaps in or improvements that can be made to newly implemented measures.
- Days 3 through 5 – increasing workforce to increase operations; 10% to 25% of workplace capacity

² <https://www.osha.gov/Publications/OSHA3990.pdf>

³ <https://covid19.ca.gov/industry-guidance/>

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http://publichealth.lacounty.gov/media/coronavirus/docs/HOO/HO_Order_Reopening_Safer_at_Work_and_in_the_Community_05262020_FINAL.pdf

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http://publichealth.lacounty.gov/media/coronavirus/docs/HOO/HOO_Safer_at_Home_Order_for_Control_of_COVID_5.13.20_APPENDIX_C.pdf

⁶ http://publichealth.lacounty.gov/media/coronavirus/docs/protocols/Reopening_OfficeBasedWorksites.pdf

⁷ Workplace capacity indicates number of employees and others in the workplace with minimum physical distancing and other required measures in place.

- Day 6 onward – full workplace capacity with minimum physical distancing and other requirements in place.

LONGER-TERM MEASURES

Employers should be prepared and attentive for additional waves of the pandemic and / or other serious health threats. Our plan will include specific recommended measures to consider to be address subsequent outbreaks of the pandemic and to be better prepared for the future. Additionally, our Work Group will make specific recommendations to help create a Safer at Work environment in the County of Los Angeles and a more resilient economy to benefit its working families for the future.

Forecasted Outcomes for Implementing Recommendations:

- 1) Timeline
 - a. Reopening – immediate with a phased approach
 - b. Longer-term recommendations will help create increased economic resiliency for years if not decades to come
- 2) Employment
 - a. Reopening – goal to save at least 200,000 jobs within the Business Sector in LA County (including small business), including employees at risk to lose their jobs and those that will be able to return to work after being temporarily furloughed; this is likely a conservative estimate and is being further analyzed
 - b. Longer-term impact of not reopening could result in significantly higher number of jobs
- 3) Revenue
 - a. Not estimated at this time.